



## Board Meeting Minutes

### July 17, 2024, 1200 EST

BOARD MEMBERS		
Dave Nash	<del>Tim Byers</del>	Sal Nodjomian
<del>Ed Jackson</del>	Susan Thames	<del>Steve Blinderman</del>
Mike Blount	<del>Mercedes Enrique</del>	Eddie Gonzalez
Bill Haight	Mark Handley	John Henderson
<del>Paul Owen</del>	<del>Jane Penny</del>	<del>Sally Riker</del>
Bob Schlesinger	Todd Semonite	Ron Silva
J.R. Steele	<del>*Mario Burgos</del>	<del>*Craig Crotteau</del>
*Mike Wehr		

\*Non-voting  
Not in attendance

#### Call to Order

Dave Nash called the meeting to order and established a quorum - 12/19 voting members. Mike gave some initial thoughts and thanked the board for their initiative thus far. He mentioned the importance of working closely with the staff on ideas and initiatives as they come up. Staff was on the call to participate in the meeting. Slides are in Enclosure 1. Action items and decisions are **red bold**.

#### Finance Report (Encl 1, slides 3-6)

Mike led off the report by highlighting a few topics. The Investment Committee will be presenting a Policy Statement Update to the Society XC at PLW. The only impact to the Foundation is that the new policy raises the return on investment expectations we have for our financial advisors...a good thing for growing the corpus. Key points include:

- Consolidates the current policy statements associated with the individual funds into a single policy statement which will serve as an “umbrella” to guide future investment decisions and actions. No change in management.
- Over rolling seven-to-ten-year periods, it is the goal of the aggregate Foundation assets to generate an annualized return, on a net of fees and expenses, that exceeds the rate of long-term inflation as measured by the Consumer Price Index for All Urban Consumers (CPI-U) by a minimum of 5%. That is an increase from the present performance objective.

We will also be transitioning banks from Eagle Bank (Regional) to Capital One (National) – which will take about a year with no impact on the Foundation.

Taha Seid gave a budget and investment update. We are financially healthy. No issues following a clean audit report.

Financial Statement (as of EOM May 24):

- Cash Balance: \$518K | Investment Balance: \$4.1M (splits below)
- Contributions: Individual (\$31,272); Corporate (\$11,000)
- Asset Allocation: currently sits at 13% Cash and 87% Investments

There are 15 Posts currently investing with the Foundation. He walked the board through the revenue and expense analysis through May. Donations were much higher this year as a result of Mercedes’ efforts and we were able to grant more money to Society. Grants to the Foundation were captured in revenue.

#### Discussion

- We've received 15 resource requests from various programs and COIs totaling over \$384K. The R2C will meet on July 30 to rank the submissions and then report back to the Foundation. Restricted or directed donations are taken into account for ranking.
- As we begin our budget build in August, the Society will be discussing a hire specifically for the Foundation.
- **SAME staff will begin reporting to the board on restricted and directed donations.**

### **Mission Support Report**

Susan Thames gave some program updates for LDP. LDP bios can be found in Enclosure 2. Amy McGeever was not able to report on camps since she was in the midst of camp season. Jeannine Finton gave a thorough report on STEM Pathways and other STEM Camps and programs. See Enclosure 3. Jeannine also mentioned a workshop that would be taking place at SBC: "Building Bridges: Partnering with Indigenous Communities."

#### Discussion

- Program details should be shared with Marketing & Communications.

Ron Silva gave an update on Stewardship efforts and accomplishments in 2024 (Encl 1, slides 9-10). Of note, SAME is now able to accept Appreciated Security donations. All board members should refer to the Stewardship Policy with regard to donor recognition. We will mature the policy as needed.

Kathy Off presented the Foundation Governance Cycle (Encl 1, slides 11-12) which depicts the order and timing of required and desired tasks across five key areas (Charity Ratings, R2C/Impact Reporting, Financial Reporting, Board Succession, and Fundraising/Recognition).

Bob Schlesinger gave an update on board nominations and the Advisory Council (Encl 1, slides 13-20). Those at the end of their terms are: Jane Penny, Ron Silva, John Henderson, and Sally Riker. **Sally has asked for an extension from the Foundation XC – they will vote via email.** Dave Nash will be resigning at the end of 2024. Will be looking for five new board members. Each board member should nominate somebody and consider diversity. There are currently four nominations.

Bob presented some information on the proposed Advisory Council. He explained what was in the Bylaws which included financial oversight and a minimum of 5 members. The proposed structure would make the Foundation Chair the Chair of the Council, with the Fundraising Chair as a deputy of sorts. They would meet semi-annually, beginning in January 2025. Nominations would come from the board. They would get a financial update and fundraising information. Bob met with the Marine Corps Scholarship Foundation President, Ted Probert, who said they really haven't used their council in a meaningful way and that it was too large. They also use relationship software for leads. He presented some draft criteria for potential council members. Recommendation was to adjust the bylaws as noted and standup a small Advisory Council with the two people that have been contacted already. We will need definitive asks for them. Next steps will be for the Foundation XC to approve the criteria, advertise for members, vet them, get approval of nominees from the Foundation XC and then invite them to the January meeting. **Dave advised the Governance Committee to get consensus on the Advisory Council process via email before moving ahead.**

#### Discussion

- Need to take financial aspect out of requirements/duties.
- Maybe we should have a range as opposed to a minimum of 5.
- We should take our time and get the right people as opposed to just filling 5 seats before January.
- Some positions are already being conveyed to large donors. We have been discussing it two donors to start in January. Is there any harm in a "soft opening" of the council with just those two individuals?
- Need to consider support requirements of the council.
- We really just want them to contact their friends and ask them to give us money – there is no reason to make it more complicated.
- There is general consensus to take the financial part out of the bylaws and adjust the 5-person minimum.

## Fundraising Report

Sal Nodjoman gave an overview of fundraising efforts to date. Actalent is committed to their second year \$50K donation. We will be meeting with NCEES for possible future donations from them (they recently donated \$100K); they are focused on credentialing which aligns with several SAME efforts. He gave an update on the 2024 campaign (Encl 1, slides 22-26). Not a lot of movement since March, but we knew that would happen. There is some down-time between JETC and SBC. Some regions have met or exceeded their goals and some still have some work to do. We don't make our goal of \$1M, but we will reach \$500K which is tremendous.

Mike Blount gave an update on the 2025 campaign that will focus on our key programs (LDP, Camps, and STEM Pathways). The Camp COI is on board with the concept and ready to support. LD COI has asked that donors are called "supporters" vs sponsors. They will work on categories of supporters for LDP. Still need to figure out the STEM programs but will have something ready by SBC when the Foundation gives their pitch during the Opening Ceremony. This should appeal to corporate donors both inside and outside SAME. Mannish has designated the Vicksburg Camp to receive his donation but feels strongly about standing up a camp in New Orleans to focus on more disadvantaged youth. One idea that came out of a meeting with Mannish was to have a STEM competition at SBC for elementary school children in New Orleans which has a high percentage of disadvantaged youth. The local Post was unable to secure a partnership to facilitate this in time for SBC.

Sal described an LDP UPIC project that wanted to take on the STEM competition at SBC, but also expand the effort into a full program at every SBC and JETC, capitalizing on disadvantaged youth in each city (See Encl 4). We are working at the national level with Big Brother Big Sisters in an effort to launch the program. This could be a hallmark program leading up to the event, conduct judging and prizes at the event, and provide an opportunity for the youth to interact with E/A/C professionals. **The Foundation decided to forego the STEM competition at SBC at this point in planning, but will examine the project in detail for possible inclusion in future events.**

Sal and Mike described their efforts to appeal to both internal and external (to SAME) companies and the need for an updated case statement. It has been a year since the last one was published. There are several "windows to discussion" for some major corporations coming up this fall for which we will want a new case statement. It falls squarely on marketing and communications which is a subcommittee of Mission Support. **Sally Riker and Jane Penny are asked to lead the effort to create an updated version of the case statement.** Sally and Jane will own it and be sure to include appropriate national staff. National staff will ensure that branding is consistent and we will work on an appropriate deadline.

Bill Haight gave an update on Planned Giving. He has done a lot of research with other organizations – some of which have entire staffs just dedicated to this effort. We may need some professional help. Plannedgiving.com is one option to consider and is used by the Seabee Foundation. We can enroll those who have named us in their will in a group such as the "1920 Legacy" group. He also recommended we update our website to be clearer and directive with planned giving actions. He used the Seabee Foundation web page as an example: <https://seabee.plannedgiving.org/>. Plannedgiving.com has an off-the-shelf product that organizes everything for the user. It is \$2500 for the first year and then \$1000 per year maintenance. Should be about a three hour per week investment on time. **The board agreed that Bill should continue to investigate this tool as an option for the SAME Foundation's planning giving efforts.**

### Discussion

- Plannedgiving.com is worth pursuing, but what gets people to do Planned Giving is personal relationships and contact. This might be a good thing to ask our Distinguished Fellows to help with. Agree – needs to start with a personal contact.
- Getting them interested is the personal touch, but we also need the tool to help them follow-through.
- Should we approach people first about it and then decide on the tool? Concerned with the time and money involved with purchasing a tool that nobody takes advantage of. Need to focus on the appropriate demographics and utilize the case statement.

- SAME staff can build a basic web page for planned giving as an 80% solution as we explore the new tool. Kathy and/or Bill should provide the information to Justin Collins, our web manager.
- Former high-dollar donors are a good group to reach out to for planned giving.

### Marketing & Communications Report

Stephen Karl updated the board on work that the staff is conducting for marketing & communications. For the first six months of 2024, there were 4500 more views than one year ago – increased attention on the Foundation web page. We attribute this to the fundraising campaign and maturation of the Foundation in general. Stephen walked the board through the Foundation web page and all the passive and active communications they are conducting. They will be publishing the 2023 Impact Report in mid-August which will also be pushed out actively. SAME staff will share their data and research with board members working on the case statement. Frankie Hamme updated the group on Foundation Fridays frequency and content. She reminded the board about the annual appeal that will get mailed out in September. We will follow up with email and social media. There will be donation push days for the end of the year for Veterans Day, Giving Tuesday, and Year-End giving. For 2025, we did military appreciation month for May and will also take advantage of a Founders Day push on March 23. Also working on a quarterly newsletter for 2025.

### New Business

Continuing to work on the 30-year Anniversary of the AOF which will happen at Capital Week 2025. We will continue with the Silent Auction which will require a working committee. **The Foundation XC will form a committee for the Silent Auction.**

### Summary & Close

Dave appreciated the staff being present for collaboration and dialogue. Dave will pass the baton to Tim Byers as the incoming Chair in Jan, 2025 and has decided not to continue with the final year of his term. We have definitely made progress this year, but there is always room for improvement.

- **Next Formal Board Meeting will be Jan 7 in person at the National Office. PLEASE PLAN ACCORDINGLY.**
- **Next Foundation XC Meeting is Sep 4, 1200 – 1300 ET - virtual.**
- **Next Informal BOD Meeting is at SBC, Nov 20, 1130 – 1300 CT – in person only.**

MG Mike Wehr, P.E., USA (Ret.)  
Executive Director

- Encl 1: Presentation Slides
- Encl 2: LDP Bios
- Encl 3: STEM Programs Report
- Encl 4: UPIC Project – Cradle to STEM

## Encl 1: Presentation Slides



# Foundation Board Meeting

## July 17, 2024



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## Agenda

TIME	AGENDA	RESPONSIBLE
1200 – 1210	Opening, Quorum Established, Pledge	Dave Nash/Mike Wehr
1210 – 1240	Finance Report <ul style="list-style-type: none"><li>Labor Discussion</li></ul>	Mario Burgos, Taha Seid Mike Wehr
1240 – 1310	Operations Report <ul style="list-style-type: none"><li>Stewardship Report/Charity Ratings</li><li>Governance &amp; Advisory Council Report</li><li>Impact Report</li></ul>	Susan Thames Ron Silva/Kathy Off Bob Schlesinger Rob Biedermann
1310 – 1340	Fundraising Report <ul style="list-style-type: none"><li>2024 "It's Your Foundation" Update</li><li>2025 Campaign – Update</li><li>External Corporate Fundraising Update &amp; Mannish Mardia</li><li>Planned Giving Update</li><li>Marketing</li><li>Soaring Eagle Event</li></ul>	Sal Nodjomian Mercedes Enrique Mike Blount Mike Blount Bill Haight Stephen Karl/Frankie Hamme Sally Riker
1340 – 1350	New Business <ul style="list-style-type: none"><li>Strategy Team</li><li>2025 Reception</li></ul>	Tim Byers Tim Byers
1350 – 1400	Closing	Dave Nash/Mike Wehr

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# Finance Report

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## Budget & Investment Update

**Budget:**

- **Financial Statement (as of EOM May 24):**
  - **Cash Balance:** \$ 518K | **Investment Balance:** \$ 4.1M (splits below)
  - **Contributions:** Individual (\$31,272); Corporate(\$11,000)
  - **Asset Allocation:** currently sits at 13% Cash and 87% Investments

**Investments:**

- **Fiduciant:** Portfolio Performance: end of Q1 value was \$4.1M (+ \$.2M since end of Q4). Quarterly Return 9.54% (target rate 9.62%). YTD Return 13.87% (target rate 13.39%). Since inception in 2017 4.51% (target rate 4.89%) | **SAMEF Balance:** \$1.3M | **Post Balance:** \$2.6M
- **Post Participation:** 15 Posts currently participate [Houston, NOVA, Narragansett Bay, Omaha, Panama City, MD, Maryland, Tampa Bay, Huntsville, Hampton Roads, Orange County, Central VA, Pittsburgh, Buffalo, Louisiana, and Albuquerque] NO CHANGE

**Notes:**

- **Investment Policy Statement Update Key Points**
  - supports the SAME Investment Committee’s decision to consolidate the current policy statements associated with the individual funds into a single policy statement which will serve as an “umbrella” to guide future investment decisions and actions. NO CHANGE TO MANAGEMENT
  - Over rolling seven-to-ten-year periods, it is the goal of the aggregate Foundation assets to generate an annualized return, net of fees and expenses, that exceeds the rate of long-term inflation as measured by the Consumer Price Index for All Urban Consumers (CPI) by a minimum of 5%. INCREASE FROM PRESENT PERFORMANCE OBJECTIVE
- **Financial institution change:** Eagle Bank (regional) to Capital One (national)...no impact just FYSA
- **Implementing Labor Task Force recommendation(s):** need to identify someone with bandwidth, and experience (preferred but not required), to define next steps
- **Annual State Charity Fundraising Registration:** ONGOING
- **2025 SAME Grant Recommendation:** TBD (\$208K granted in 2024)

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# Revenue and Expense Analysis (thru Mar 31, 2024)

Account	May 2024	May 2023	remarks
<b>REVENUE</b>			
Contribution – Individual	\$83K	47K	More individual contribution in 2024
Contribution - Corporation	187K	39K	More corporate donations in 2024
Contribution – In-kind	34K	-	Silent Auction in 2024
Contribution – Stock & Invest	15K	-	Investment donation from Omaha Post
Interest & Dividends	13K	11K	More interest in 2024
Unrealized Gain (Loss)	27K	46K	The market performed good in 2023
<b>EXPENSE</b>			
Grant to SAME	208K	187K	More Grant money for the SAME in 2024
Admin & Operation	14K	23K	Timing difference

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# Q1 Investment Report (thru Mar 31, 2024) UPDATE CHARTS

SAME Foundation  
As of 12/31/2023

Quarterly Review  
Portfolio Snapshot

**Investment Activity QTD**

	Quarter To Date
Beginning Value	3,473,938.17
Net Gain	348,376.27
Net Additions	95,000.00
Ending Value	3,912,103.53
Return	9.54%
Fees	-5,210.91

**Asset Allocation**

Asset Class	Allocation
Short Term Liquidity	0.02%
Domestic Equity	30.81%
Real Assets	11.14%
Fixed Income	41.59%
International Equity	16.45%

SAME Foundation  
As of 12/31/2023

Quarterly Review  
Performance Review

	Ending Value	Allocation	Quarter To Date Return	Year To Date Return	Last 12 Months Return	Last 3 Years Return	Last 5 Years Return	2023 Return	2021 Return	2020 Return	2019 Return	Since 4/15/2017 Return
SAME Foundation	3,912,103.53	100.00%	9.54%	13.87%	13.87%	2.31%	6.81%	-15.18%	10.86%	8.54%	15.15%	4.51%
Target Allocation			9.52%	13.39%	13.39%	2.25%	6.55%	-14.63%	10.39%	8.87%	15.22%	4.89%

**Annual Return Since Inception**

Year	Return	Benchmark Return <sup>1</sup>
2017 <sup>2</sup>	6.20%	6.99%
2018	-5.36%	-3.87%
2019	15.15%	15.22%
2020	8.54%	8.87%
2021	10.86%	10.39%
2022	-15.18%	-14.61%
2023	13.87%	13.39%

<sup>1</sup> Target Allocation Return, <sup>2</sup> Partial period

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# Mission Support

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## Mission Support Report

### **Leader Development Program**

Current LDP class Bios are provided in the read-ahead.

### **Camps Mentoring Program** (report provided by Amy McGeever)

Summary report will be provided at our next meeting.

### **STEM Pathways Program** (report provided by Jeannine Finton)

- Building Bridges (UEF Grant)

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### 2024 Accomplishments

- Rewrote the Foundation Stewardship Policy (approved)
- Developed the Stewardship Matrix (approved)
- Prepared the Stewardship Assessment, Options, and Proposal Document (noted)
- Provided new (2024) Foundation Board Members relevant Stewardship Documents
- Organized Bill Haight and JR Steele onto the Stewardship Committee
- Drafted the Foundation Gift Operations Concept Plan (tabled by XC pending Labor Task Force Study Report)
- Provided copies of the Foundation Gift Operations Concept Plan to the Labor Task Force (via Mark Handley and Eddie Gonzales)
- Worked with SAME Staff and Fiducient to develop procedures for accepting Appreciated Securities donations ... and possibly using Fiducient for other gift acceptances (Bill Haight)
- Encouraged the Foundation Donor Impact Reporting and Charity Ratings participation

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### 2024 What's Next

- Perform the annual review and update of the SAME Foundation Stewardship Policy
- Support the Foundation Labor Task Force efforts as needed
- Based on the results of the Labor Task Force, execute the approved Stewardship related portions of the Report/Plan
- Prep for and have a smooth transition of leadership of the 2025 Stewardship Committee

### 2024 What Worked and What Didn't Work

- Worked – Good Foundational Stewardship Policy, Plans, Proposals developed
- Didn't Work (yet) – Need to focus future efforts and more resources on implementing into a more mature Foundation (i.e., we need to be able to grow into doing what our Stewardship Policy says we want to do but yet don't have the wherewithal to do, as we mature our Foundation ... or scale back our Stewardship Policy as to what the Foundation should do)

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SAME Foundation Governance Cycle

Month	Charity Ratings – 990 is automatic	R2C/Impact Reporting	Financial Reporting	Board Succession	Fundraising/Recognition
January				<ul style="list-style-type: none"> <li>Orientation &amp; Installation of new board members</li> <li>Strategic Planning Meeting</li> </ul>	CY Campaign launch
February					
March		Draft impact report (data) presented to Foundation from	Q4/Year-end financials reported		Foundation Reception Founders Day giving
April			Audit complete, 990 filed		
May		COIs: DRAFT Resource Requests due to National Officers & staff	Q1 financials reported	Review criteria and agree on number of vacancies	JETC Military Appreciation Month
June		<ul style="list-style-type: none"> <li>COIs: FINAL Resource Requests due to National Officers &amp; staff for review &amp; endorsement</li> <li>Posts: Resource Requests due to RVPs for review &amp; endorsement</li> </ul>		Solicit for new members	
July		<ul style="list-style-type: none"> <li>National Officers, RVPs: submit final Resource Requests to National Office</li> <li>R<sup>2</sup>C Convenes and creates draft ranked list</li> </ul>		Solicit for new members	
August		Previous CY impact report published on-line (Coms&Marketing)	Q2 financials reported	On-line nomination <a href="#">form</a> open	Donors published on-line w/Impact Report (annual/cumulative)
September	<ul style="list-style-type: none"> <li>Charity Navigator data due</li> <li>Candid data due</li> </ul>			Governance Committee vets and recommends members to XC	<ul style="list-style-type: none"> <li>CFC Data due for 2025 listing</li> <li>Begin Annual Appeal to members (complete before FY-end)</li> </ul>
October	Charity Navigator rating published	Foundation notifies Society of grant amount for FY			Next CY campaign coordinated & finalized with staff
November			Q3 financials reported	New board members notified and invited to SBC & Jan. meeting	SBC / Giving Tuesday
December		<ul style="list-style-type: none"> <li>R<sup>2</sup>C issues funding memos to successful requestors</li> <li>R<sup>2</sup>C provides Foundation with allocation of Foundation funding</li> </ul>	National Office prepares and submits final budget incorporating R <sup>2</sup> C funding decisions		Year-End giving



SAME Foundation Governance Cycle

Recurring Meetings/Actions					
Bi-Weekly	Foundation Check-in w/XD, Foundation President				
Monthly	Fundraising Team	Finance Team	Donor Thank Yous (tax info)	Donation Reports	
Quarterly	Foundation XC Meeting	Informal BOD Meetings			
Bi-Annual	Formal Board Meeting				

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## Governance & Nominations Committee

### Succession Planning

- Second Term Ending
  - Jane Penny (2019-2024)
- First Term Ending (2022-2024)
  - Ron Silva – does not want to extend
  - Sally Riker – will request extension from EXCOM
  - John Henderson – does not want to extend
- Resigning at end of 2024
  - Dave Nash (2020-2025)
- Plus one Director short of goal of 20
- Need to fill 5 spots to get to 20 Board members

Reminder

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## Governance & Nominations Committee

### Nominations Are Open Until 8/30/2024!

#### [National Foundation Board Nomination - SAME](#)

- Qualifications
  - **Prerequisite: Unquestioned ethics, behavior, loyalty, and integrity**
  - Demonstrated **commitment** to the Society's mission, vision, & strategic plan – 25%
  - **Experience** with fundraising for philanthropic organizations OR financial management OR marketing OR stewardship of donations OR charity ratings for philanthropic organizations – 40%
  - Strong multi-level communications skills – 15%
  - Previous high-level leadership in military service or corporate private sector – 10%
  - Diverse backgrounds withing the full spectrum of Society membership – 10%
- Each Board member should nominate someone. Consider diversity!

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# Governance & Nominations Committee

## Nominating Timeline

ID	Task Name	Start	Finish	Duration	Q2 24			Q3 24			Q4 24			Q1 25
					Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
1	Foundation Governance & Nominations Committee selects criteria for new nominees	4/1/2024	4/19/2024	15d	■									
2	Foundation Executive Committee approves criteria and number of vacancies	4/22/2024	4/30/2024	7d		■								
3	Foundation Board approves criteria and number of vacancies	5/15/2024	5/15/2024	0d										
4	Foundation Governance & Nominations Committee advertises for new Board members	6/21/2024	8/30/2024	51d			■	■	■					
5	Foundation Governance & Nominations Committee vets nominees & recommends new Board members	9/2/2024	9/13/2024	10d										
6	Foundation Board approves recommendations	9/16/2024	9/30/2024	11d										
7	Foundation Board President transmits recommended Board members to SAME XD	9/30/2024	9/30/2024	0d										
8	SAME EXCOM votes on recommendations	9/30/2024	10/28/2024	21d										
9	Outgoing Board Members are recognized	11/1/2024	11/1/2024	0d										
10	New Foundation Board members are notified	11/1/2024	11/1/2024	0d										
11	New Foundation Board members are sworn in	1/1/2025	1/1/2025	0d										

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# Council of Advisors

- **Bylaws:**
  - Serve as philanthropic and financial advisors to the Foundation Board
  - Make recommendations and <oversee finances> of Foundation
  - Report to Foundation Board
    - Accept assignments
    - Manage programs pursuant to instructions
  - No fiduciary responsibilities to the Foundation
  - Not investment advisors
  - Consulting capacity only
  - Min. of 5 members appointed by Foundation Board; one shall be a current Board member who chairs the Council of Advisors

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## Council of Advisors - 2

- Proposed Structure:
  - Chaired by Foundation Chair; Fundraising Component Lead is the day -to-day “go to”
  - Initial meeting at SAME Foundation Board meeting in Jan 2025; meet semi -annually
  - Agenda: Financial update + Fundraising
  - Read aheads: Finances, Donor List, Bylaws, 2022 & 2023 Impact Reports, Organization
  - Members – get nominations from the Board.
- Intel from Marine Corps Scholarship Foundation President Ted Probert
  - Haven’t used their Council in a meaningful way. Too large.
  - Considering changing to “President’s Council”, a 5 -person group of 8 -figure donors to advise him. Want to elevate fundraising from \$25M/year to \$35 -40M/year.
  - Using “Relationship Science” software to determine the contact potential of people.  
<https://relsoci.com/products/platform>
  - Recommends that we have individual screening sessions with each potential member to see “with whom can you help open doors?”

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## Council of Advisors - 3

- Boardable:
  - Members of an advisory board are formed to provide specialized information, experience and skills so the organization can achieve things it otherwise could not.
  - An advisory board needs to have influential community members, individuals with organizational history and knowledge, plus subject matter experts who can use their expertise to better promote the organization. Boards of this nature must have guidelines and a charter. They should also have term limits and an established recruitment procedure. The advisory board’s performance should be annually assessed.
  - With respect to recruiting the right advisory board members, GuideStar notes that board recruitment of the right board members should be among the most critical issues for any nonprofit. The strength of an organization depends upon the board leadership. Quality board members can bring more money and awareness to the organization.
  - GuideStar also emphasized the need for effective nonprofit board orientation. A committee of the advisory board needs to create an orientation process that addresses the needs of the board. Methods for boards to employ include utilization of a board orientation book, orientation event, establishing a mentoring system, hosting an annual day in the office to see organization operations at work and participation in a board retreat.

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## Council of Advisors - 4

- Criteria:
  - **Prerequisite: Unquestioned ethics, behavior, loyalty, and integrity**
  - **Direct connections** to and relationships with new and desirable contacts, companies, or industries
  - Strong **fundraising potential**
  - **Experience** with fundraising for philanthropic organizations
  - Strong multi-level **communications skills**
  - Current or previous **high-level leadership** in corporate private sector

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## Council of Advisors - 5

### Nominating Timeline

ID	Task Name	Start	Finish	Duration	Q2 24			Q3 24			Q4 24			Q1 25	
					Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	
1	Foundation Governance & Nominations Committee selects criteria for new nominees	7/15/2024	8/2/2024	15d											
2	Foundation Executive Committee approves criteria and number of vacancies	8/5/2024	8/13/2024	7d											
3	Foundation Board advertises for new Council of Advisors members	8/14/2024	9/30/2024	34d											
4	Foundation Governance & Nominations Committee vets nominees & recommends new Council members	10/1/2024	10/30/2024	22d											
5	Foundation EXCOM approves recommendations	10/31/2024	11/1/2024	2d											
6	New Council of Advisors members are notified	11/1/2024	11/15/2024	11d											
7	Orientation for new Council of Advisors	1/1/2025	1/1/2025	0d											

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# Fundraising

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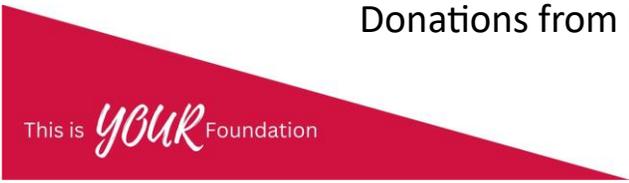
## **2024 SAME Foundation Campaign Update**

Mercedes Enrique, MBA, F.SAME  
SAME Foundation Board

This is *your* Foundation

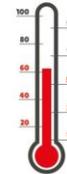
# 2024 Campaign

- **Campaign Goals:** \$1M + “*This is YOUR Foundation*” message
- **Campaign Kick-Off:** March 2024 @ Capital Week Event
- **Who:** Foundation Board and Volunteers aligned to 18 Regions
- **Who Else:** Engage support from SAME Regions/Posts to participate and help identify SAME Corporate Pledges/Donations at \$5K each
- **#1 Milestone:** Obtain 100 Posts or Corporate Pledges by Mar -24 to kick off the campaign at 50% of \$1M Target
- **# 2 Milestone:** Obtain an additional 100 Corporate Pledges / Donations from Mar-24 thru Dec-24



## #1 Milestone completed Mar 2024

- \$332,094 (or 66%) of \$500,000 Target was obtained!



- Top 5 SAME Regions by Mar 2024:

1. Gulf Coast	286% of Target	\$100,000
2. Southwest	200% of Target	\$ 20,000
2. Europe	200% of Target	\$ 10,000
3. Lakes	100% of Target	\$ 15,000
4. Missouri River	84% of Target	\$ 29,500
5. California	75% of Target	\$ 30,000



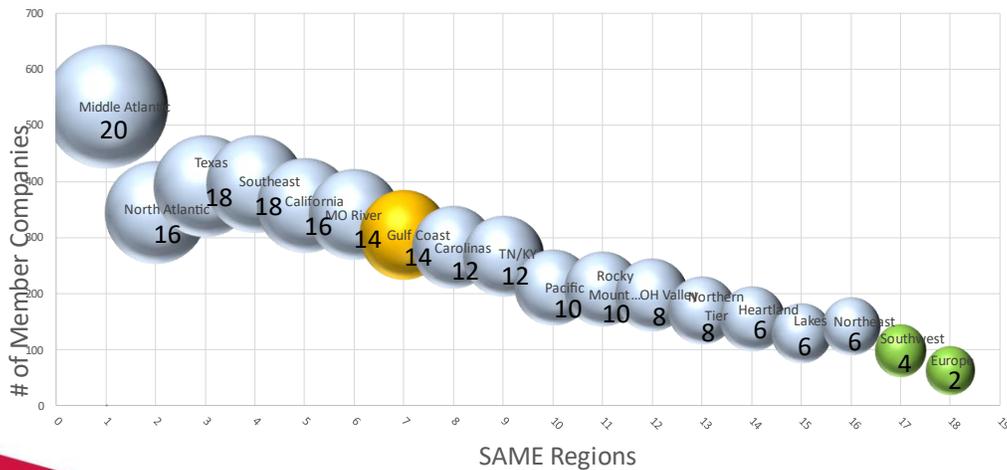
# #2 Milestone – Due Dec 2024

- \$1,000,000 Target
- \$388,806 (39% of \$1M Target) donated as of Week 26
- Top 5 SAME Regions by June 2024:
 

1. Gulf Coast	143% of Target	\$100,000
2. Southwest	100% of Target	\$ 20,000
2. Europe	100% of Target	\$ 10,000
3. Middle Atlantic	69% of Target	\$ 68,594
4. Lakes	50% of Target	\$ 15,000
5. California	43% of Target	\$ 34,000



## Target Distribution-Pledges by Region



Encl 2: LDP Bios

**Leader Development Program  
Class of 2024-2025**



**ALYSSA AGUSTIN, PMP**  
Sea Engineering Inc.  
Nominating Post: Honolulu Post

Alyssa is a graduate of the University of Hawai'i with a Master's in Physical Oceanography and a Bachelor's in Global Environmental Science. She spent seven years at the University of Hawai'i researching sea levels and ocean waves before joining Sea Engineering in 2017. At Sea Engineering, she handles business development, proposal writing, fieldwork, hydrodynamic modeling, and project management.

Alyssa serves on the Board of Directors for the Honolulu Post of the Society of American Military Engineers and her residential Association of Apartment Owners (AOAO). Alyssa is also a licensed Section 107 commercial drone pilot.

Raised in a remote western U.S. region, Alyssa was valedictorian of her high school and president of a youth Rotary Club. She led a women's ministry during her undergraduate studies and a Professional Development Training Program in graduate school. Alyssa and her husband founded the Level Up Teens program, teaching teens to build character and serve others. She co-chairs the annual SAME Pacific Industry Forum, contributing to the strategic direction of the Honolulu Post's industry partnerships, while also leading other young professionals in the Post.

Three fun facts about Alyssa:

- Last summer she rode a bicycle 500 miles across the state of Iowa in an event called RAGBRAI.
- She slept in a hammock on an airplane.
- She mapped out all of the beach access pathways on the island of Kauai and found some hidden gems for a professional project.



**SHIRLEY ALBRITTON, PE, PMP**

Deloitte

Nominating Post: Omaha Post

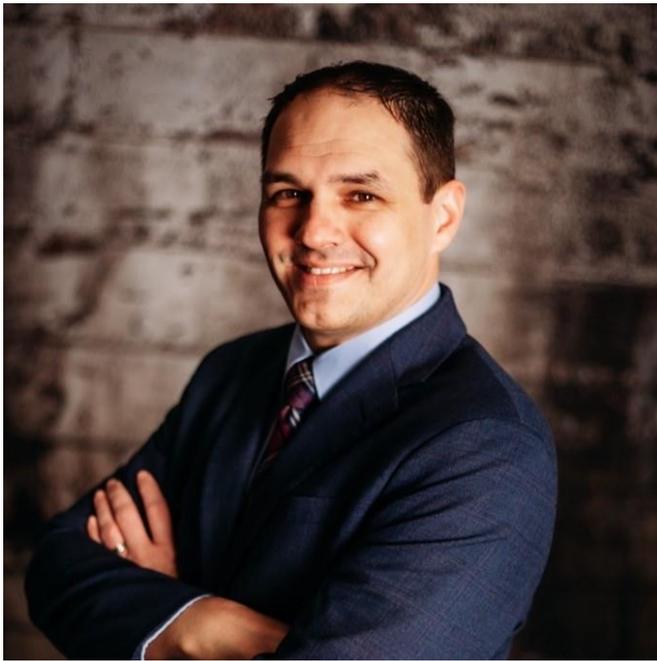
Shirley Albritton is a program manager within the Infrastructure and Financial Advisory practice at Deloitte. She has nearly a decade of experience in project and construction management, specializing in facilities construction, renovation, and operations management. She has helped clients manage their infrastructure projects by conducting schedule and cost analysis, risk assessments, liaising with project stakeholders, leading the change management process, supporting strategic communications planning and implementation, and implementing industry best practices. Shirley has led efforts in multiple phases of an infrastructure project's life cycle for both domestic and international projects and has served numerous federal, state, and local clients.

Prior to her current role, she was a construction manager and senior project controls lead for Jacobs Engineering Group on projects for government agencies such as Architect of the Capitol and NAVFAC. Shirley was commissioned into the Army as an Engineer Officer and served in USACE at the North Atlantic Division and the Europe District. She was also a platoon leader and executive officer for a horizontal and vertical construction company at Fort Carson, CO.

Shirley graduated from the United State Military Academy in 2015 with a degree in Civil Engineering and holds a Master of Systems Engineering degree from Embry-Riddle. Shirley is a licensed Civil Engineer (P.E.) in the state of Florida and a certified Project Management Professional (PMP).

Three fun facts about Shirley:

- She got married on a cruise ship in the Caribbean.
- German is her first language.
- She makes stained glass windows.



**CHRISTOPHER (CHRIS) ARTZ, PE,  
CHMM**

Tetra Tech, Inc.

Nominating Post: Omaha Post

Chris Artz serves as a Deputy Program Manager and Senior Project Manager at Tetra Tech, Inc., in Omaha, NE. He applies his expertise in managing complex environmental remediation projects across the United States, with responsibilities encompassing projects for clients such as USACE, NAVFAC, and AFCEC. His work focuses on overseeing initiatives from initial scoping through execution and closeout, especially on active installations and FUDS with contaminated soil and groundwater.

Chris is a professional engineer, holding a Bachelor of Science degree in Biological Systems Engineering from the University of Nebraska-Lincoln. He is licensed in multiple states, including Nebraska, Wyoming, Colorado, Illinois, North Carolina, and Florida, and is a Certified Hazardous Materials Manager.

Beyond his professional endeavors, Chris is devoted to his family, married to Heather, with whom he shares three wonderful children: Owen, Oliver, and Jane. He is also committed to community service, actively engaging in the SAME Omaha Post as the Director of Communications and serving on the Programs Committee. Additionally, he contributes to the Cub Scouts as a Pack Treasurer and Den Leader.

His leadership journey extends to significant roles within the Alliance of Hazardous Materials Professionals (AHMP), where he has served in various capacities, from Chapter Secretary to Past President.

Three fun facts about Chris:

- Chris was born in Hastings, NE the home of Kool-Aid, and is a Nebraska Cornhuskers fan.
- He participated in drama in high school and still enjoys the theater. His favorite musical is West Side Story.
- He once memorized digits of  $\pi$  to get extra credit on a math test.



**SAM BARNETT**

iParametrics LLC

Nominating Post: San Antonio Post

Growing up on a ranch in rural Oregon, Sam learned the importance of putting the mission and the interests of the collective above self. From a young age, he was tasked with working hard to earn his keep, which included bucking hay, ranching for a head of 1500 sheep, and helping his father grow 50 acres of Pinot Noir grapes.

Attending Rotary International meetings with his parents from the young age of 5 led to the desire to serve as president of his high school and college rotary groups. Following college, Sam traveled abroad to teach English in Thailand and support a Rotary International project in Sonora, Mexico to bring Meringue Trees and their nutritional qualities to indigenous Indian villages where child malnutrition was prevalent. Upon completing this mission, Sam was drafted into the Israeli Defense Forces as a lone soldier (soldier w/o family in the country) from 2010-2013.

During his time in the IDF, he had the opportunity to serve as a combat soldier in the 202<sup>nd</sup> Paratrooper Battalion, and as a sergeant in the Field Intelligence and Reconnaissance Unit, where he held staff, planning, and advisory positions providing and collecting intelligence for counterterrorism and contingency operations on the border of Lebanon, Syria, and the West Bank. Following his service, Sam was granted a scholarship to attend IDC Herzilya and graduated with an M.A. in Counter-Terrorism, Contingency Operations, and Diplomacy while holding internships in Jerusalem with Maritime Security and Private Intelligence firms. During his time, Sam served as a Big Brother to other lone soldiers, mentoring two soldiers.

Sam became a member of SAME through his employment with a Federal Emergency Management and Contingency Operations Firm, iParametrics LLC. As an active member of the San Antonio Post, Sam graduated from the Post Leadership Lab, Co-Directed the Lab in 2023, stepped into the IGE Director position for the post in 2024, and represented the post at PLW in 2023.

Three fun facts about Sam:

- He was an aspiring bull rider until age 9 when he was bucked off a sheep.
- He and his wife taught their wedding party a line dance (Footloose) the day before the wedding to perform at the reception.
- He is currently training for his first marathon to raise money for Warriors Ascent, an organization to support Veteran's Suicide Prevention



**LYNELLE BRODE, PMP**

Nakupuna Companies

Nominating Post: Albuquerque – El Paso Post

Lynelle Brode has over 18 years of experience in the environmental consulting industry, specializing in near-surface geophysics, Unexploded Ordnance/Military Munitions Response, and waste management. She graduated from Washington State University with a Bachelor of Science in General Physical Science, focusing on geology. Additionally, Lynelle is a certified Project Management Professional.

In 2022, Lynelle joined Nakupuna Companies as a Project Manager in the Environmental Services business line. In this role, she collaborates with a team to deliver sustainable solutions to DoD, non-DoD, and DOE customers. Prior to Nakupuna, Lynelle spent nearly 10 years at TerranearPMC, where she held various positions, including geophysicist, waste manager, and Deputy Project Manager.

An active member of the Albuquerque – El Paso Post, Lynelle currently serves as the STEM Committee Chairperson. She is enthusiastic about expanding existing relationships and fostering new ones with Pueblos throughout New Mexico through her work with the STEM Committee. Lynelle is also involved with the Rio Grande Chapter of the Project Management Institute, the Environmental and Engineering Geophysical Society (EEGS), where she sits on the Membership Committee, and the Los Alamos Geological Society. She has held leadership positions with the Albuquerque Gem and Mineral Club and the Los Alamos Geological Society.

Originally from Sedro-Woolley, Washington, Lynelle developed a passion for the outdoors and nature. She now resides in Los Alamos, New Mexico. In her leisure time, Lynelle enjoys skiing, rockhounding, photography, and riding her motorcycle. She also takes pleasure in remodeling her home and spending quality time with her two dogs and twin Russian Blue cats.

Three fun facts about Lynelle:

- Lynelle owns a home repair and remodel business.
- She was once a competitive powerlifter, holding national and Washington State bench press records.
- Lynelle has completed three Century (100-mile) cycling events.



**TECH SGT JOSHUA A. DANE**

786<sup>th</sup> Civil Engineering Squadron, Ramstein  
Airbase

Nominating Post: Kaiserslautern Post

Technical Sergeant Joshua A. Dane currently serves as the Noncommissioned Officer in Charge of Utilities within the Water and Fuels section in the 786<sup>th</sup> Civil Engineering Squadron on Ramstein Airbase. In this capacity, he directs 56 military and local national personnel that manage the utility systems and a preventative maintenance program, supporting over 1,600 facilities. The squadron's mission is to provide, protect, and sustain an \$11.8 billion base consisting of facilities and infrastructure that support the 86th Airlift Wing's rapid air mobility and strategic partner missions while providing emergency services and environmental protection for 56,000 personnel in the Kaiserslautern Military Community, the largest military community outside of the United States.

Technical Sergeant Dane comes from Jacksonville, Florida, and joined the Air Force in November 2011. He completed technical training at Sheppard Air Force Base, Texas as a water and fuels system maintenance apprentice with subsequent assignments at Misawa AB, Kunsan AB, Spangdahlem AB, & Ramstein Air Base. During this time, he deployed multiple times in support of Operations ENDURING FREEDOM and INHERENT RESOLVE.

Josh has been an active member of SAME since 2021 and currently serves as the Secretary for the Kaiserslautern Post and the Secretary for the Enlisted Community of Interest. He initially got started with SAME because he wanted to help make a difference by sparking interest in STEM-related career fields. He started the first-ever K-town Post joint STEM fair for high schoolers during which 600 students attend annually to learn about over 30 different career fields.

Josh currently holds a Bachelor of Psychology degree from the University of Maryland Global Campus and is pursuing a Master of Business Administration while planning to earn a PMP certification. He enjoys hiking with his dog, traveling, any outdoors activities, reading, or playing video games.

Three fun facts about Josh:

- Earned a Romanian Medal of Honor.
- Has 4 scars on his head from a wolf bite.
- Completes on average, 1 book a day.



**MAJ. JESSE W. DAVIS, PE**

U.S. Army Corps of Engineers, Nashville District  
Nominating Post: Nashville Post

Joining the U.S. Army in 2012, Major Jesse Davis, became an Engineering Officer after graduating from Officer Candidate School (OCS). He has both a Bachelor's and Master's degree in civil engineering and is a Registered Professional Engineer in Tennessee. He was recently hired as the Deputy District Commander for the Nashville District of the U.S. Army Corps of Engineers (USACE).

Throughout his Army career, Jesse has held various leadership positions, managed teams of different sizes, and oversaw diverse operations from leading staff sections in garrison environments to managing force protection cells in Iraq. Jesse has been involved in planning, designing, and directing over 40 construction projects in and out of the Pacific region. Jesse's experience taught him that leadership is not just about strategy and execution, but also about fostering resilience, inspiring confidence, and the ability to build a cohesive team

Jesse is a committed family man who has been happily married to his wife Audrey since 2015. They have two children, Atley Ace (6) and Lennon Mae (2). They enjoy outdoor adventures, taking long walks together, and singing and dancing in the kitchen.

Three fun facts about Jesse:

- The three things he loves the most: his family, the gym, and a piping hot espresso.
- Since having children, he has discovered a hidden talent for pulling quarters out of people's ears and creating animals out of balloons.
- Every weekend he reluctantly goes to the grocery store (because that is what adults do).



**EVA GONZALES, PE**

Pond & Co.

Nominating Post: Savannah Post

Eva is a Project Manager at Pond & Co., working in Savannah, GA where she leads design teams to engineer solutions for military base infrastructure challenges. Her work focuses primarily on Pacific-based US Air Force installations in Japan. Over the past year Eva led major projects in Okinawa and Tokyo, including hangar extensions, spalling concrete, and barracks renovations.

Prior to joining Pond in August of 2022, Eva spent 11 years on Active Duty in the Coast Guard and saw her last assignment as head of Engineering for Sector Delaware Bay. In that role, she oversaw a workforce of Active, Reserve, and Civilian members, running maintenance and repair of 19 Coast Guard units and 44 small boats and cutters from the Delaware coast into Philadelphia and up the New Jersey Coast. Additionally, she served as the Product Line Branch Chief for the Strategic Operations Product Line at the Coast Guard's Civil Engineering Unit in Miami and led anti-narcotic and migrant interdiction operations at sea onboard the Coast Guard Cutter STRATTON and Cutter RICHARD ETHERIDGE. Eva has responded to two Category 5 hurricanes, IRMA & MATTHEW, where following landfall, she and her team were some of the first on scene to assess damage and provide critical recommendations for the rebuilding of military and civilian infrastructure. She continues to serve as a member of the Coast Guard Individual Ready Reserve.

Eva holds a master's degree in civil engineering from Johns Hopkins University and a bachelor's degree in civil engineering from the U.S. Coast Guard Academy. She is a Professional Engineer licensed in the state of Florida.

Her husband, Michael, is an Active-Duty Coast Guard pilot and together they have a son, two dogs, and a cat. In her free time, Eva can be found enjoying a long-distance run, swim, or bike ride in preparation for her next Iron Man competition, building couch forts with her toddler, or trying to find a quiet place to read.

Three fun facts about Eva:

- She grew up as an Army brat and moved 15 times to 12 different states.
- Spent 2 months on a ship north of the Arctic Circle where she met with native Inuit tribes and ate caribou and mukluk (frozen whale blubber).
- Been to Japan 6 times, five of which were in the past 9 months.



**CHRISTINA JETTIE, PE**  
Hana Engineers and Consultants  
Nominating Post: Charleston Post

Christina is the Chief Operating Officer and Senior Environmental Engineer at Hana Engineers and Consultants, a small business engineering firm based in Richmond, Virginia. As a professional engineer with more than 12 years of experience, Christina holds licenses in 10 states and has a B.S. in Civil Engineering from Virginia Tech and a M.S. in Environmental Engineering from Clemson University.

Christina's journey with SAME began in 2014, marking the start of leadership roles at both the Post and National levels, including serving as a camp mentor twice at USMC camps, attending key events such as SBC and JETC, and participating in Post Leaders Workshop. As a member of the Charleston Post, Christina has assumed various leadership positions, including Young Professional Chair, Programs Chair, Student Chapter Outreach Chair, and currently as Treasurer. Additionally, she chaired the planning committee for the Post Industry Days in 2020 (virtual), 2022, and 2023, successfully raising over \$25,000 for our scholarship fund. In the SAME National Student Chapter COI, Christina served as Communications Vice Chair.

Christina lives in North Charleston, SC, with her husband, two young children, and two corgis. In her free time, she enjoys traveling, being outdoors, especially on the water, and watching live music. With a passion for cooking, including baking, she is a self-proclaimed foodie.

Three fun facts about Christina:

- She re-reads Ken Follett's The Pillars of the Earth once a year.
- Was a Civil War reenactor and an American Girl doll model as a child.
- Likes to collect art from places that she travels.



**LT. COL JOHN “JACK” JOHANNES,  
PE (Retired)**

Professional Engineering Consultants  
Nominating Post: Kansas City Post

John “Jack” Johannes is the Vice President of Federal Markets for Professional Engineering Consultants and works from the company’s Kansas City, MO office. He brings leadership, market experience, and strategic planning to guide the company’s federal capture and business development strategy.

Jack was born and raised in Jackson, Missouri. He was accepted to and attended the United States Military Academy at West Point. Upon graduation in 2003, he was commissioned as an engineer officer in the United States Army. Jack served the Army with increasing responsibility for twenty years in many different locations, including three overseas deployments. Jack retired from the Army at Fort Leavenworth, Kansas in March 2023 at the rank of Lieutenant Colonel. Shortly after his transition from the Army, Jack was hired by Professional Engineering Consultants in Wichita, Kansas.

Jack holds a Bachelor of Science in Civil Engineering from the United States Military Academy and a Master of Science in Civil Engineering from Missouri University of Science and Technology. He is a licensed Professional Engineer in the state of Kansas. Jack has been a member of SAME since 2012. He volunteered with the Young Professional National Committee twice and served at the post level in a variety of positions. Jack is currently the Director for the Greater Kansas City Post and helps with several post committees.

Jack is married to his wife Erin, and they have two children, Katelyn and William, and reside in Leavenworth County, Kansas. Jack is an avid scouter and is a leader with his son’s Boy Scout troop in Lansing, Kansas. In his spare time, Jack and his family enjoy traveling in their RV to National and State Parks.

Three fun facts about Jack:

- Met his wife Erin on a blind date in Manhattan, KS.
- He is left-handed and many of his relatives are too including his grandfather, father, aunt, cousin, and son.
- Loves to cook, especially one of his specialties, Eggs Benedict. Jack helped a team in Memphis during the May World Championship Barbecue cooking contest twice.



**BOBBI JO LANG**

Tepa LLC

Nominating Post: Omaha Post

Bobbi Jo has over 35 years in the architecture/engineering/construction (A/E/C) profession. In 1992 she founded Lang & Associates where she provided consulting services for various A/E/C small businesses. Today, Bobbi Jo is the Midwest Region Business Development Manager with a focus on the Construction Division at Tepa LLC, a tribally-owned firm where she represents all 18 of the companies under the Tepa umbrella. Her strengths are developing relationships and providing customer service to her clients and partners.

Bobbi Jo has been a member of the Society of American Engineers since 2016. She is a member of 13 Posts across the country and has served as Director of Relations for the Omaha Post since 2017 and as the Membership and Communications Chair for the Greater Kansas City Post since 2021. She also serves as the Vice President of Strategy for the National Membership Community of Interest and will take over the COI Chair role in 2024. She acts as a liaison between the University of Nebraska Student Chapters in Omaha and Lincoln for the Omaha Post. She has been a mentor through the Student Mentor Program of the Omaha Post for the past seven years. She annually volunteers for BEST Robotics through the San Antonio Post.

Additionally, Bobbi Jo is an active member of several professional organizations. This includes the Society of Marketing Professional Services (SMPS), the National Association of Women in Construction (NAWIC), and the Design-Build Institute of America (DBIA). After serving as President, she returned to fill the Programs Chair role for the Nebraska Chapter of the SMPS. She currently is the recording secretary for the Greater Omaha Chapter of the NAWIC as well as the treasurer for the Omaha Chapter of DBIA. She also is recording secretary for the Sarpy County Chamber of Commerce Governmental Affairs Committee as well as a graduate of Sarpy County's Leadership Class of 2020-2021. She regularly volunteers for programs within the professional organizations she is a member of such as NAWIC's BlockKids and the Omaha Post participating in Project Healing Waters. She is also a Eucharistic Minister for her church and volunteers as a Religious Education Sub as needed.

Lang received her Bachelor of Science in marketing management degree and her Masters in Business Administration from Bellevue University. She lives in Omaha, Nebraska where she enjoys spending time with her husband and three sons and is an avid gardener, enjoying finding and growing unique plants.

Three fun facts about Bobbi Jo:

- She is a Daughter of the American Revolution.
- Assisted her son in breaking a Guinness World Record in 2017 by building a 60' x 30' American Flag out of MegaConstrux Bricks.

- She is a Creighton University alum having earned a certification as an Emergency Medical Technician and Paramedic. Her three sons are EMT's and her husband has been a practicing Paramedic for over 40 years.



**SAMANTHA LONG, PMP**  
 AECOM  
 Nominating Post: Northern Virginia Post

Samantha is a dynamic business development professional with a focus on US Federal Civilian agencies and engaged with Department of Defense services where her roles and responsibilities include all aspects of the pursuit of program, project, and construction management opportunities with the federal government.

Her experience includes program, project, and associated contract administration from the development and negotiation of contracts to the execution of over \$500 million in value. Contracts have been single and multiple award indefinite delivery/indefinite quantity contracts, firm fixed price, time and material, and labor rate based, and have involved managing master services agreements, and ensuring effective execution of portfolio projects to the highest level of client satisfaction. Samantha has executed program, project, and task order management for federal, civilian, and Department of Defense Agencies. Additionally, her efforts have included successful experience leading proposal pursuits and managing subconsultants across a broad range of technical services for varying building types to include, federal, state, and municipal facilities, hospitals, manufacturing, hospitality, commercial office buildings, and secured facilities.

Samantha has a Bachelor of Science Degree in Dietetics from James Madison University and a Master's in Business Administration from Kaplan University. She got her master's through an online program before online learning became the norm.

Three fun facts about Samantha:

- She has a Siberian Husky German Shepherd puppy named Duke.
- One of her life goals is to have a library.
- She once snorkeled with sharks, while in a cage.



**LT. CDR. JOHN NURTHEN II, CEC**  
United States Navy, Naval Submarine Base, FEAD  
Kings Bay  
Nominating Post: Jacksonville Post

Lieutenant Commander Nurthen was born in Wynnewood, Pennsylvania, a small suburb outside the city of Philadelphia. He received his Bachelor of Science in Weapons and Systems Engineering from the United States Naval Academy in 2013. Upon graduation, he was commissioned directly into the Civil Engineer Corps. In 2023, LCDR Nurthen received his Master of Science in Engineering and Management from the Massachusetts Institute of Technology.

John's operational assignments include Officer-In-Charge, Convoy Security Element, Naval Mobile Construction Battalion FOUR; Officer-In-Charge, Detail Diego Garcia, Naval Mobile Construction Battalion FOUR; and Engineering Operations Officer (S3E), Naval Mobile Construction Battalion FOUR. His shore assignments include Construction Manager, Public Works Department Key West; Planner, Public Works Department Key West; Assistant Public Works Officer, Public Works Department Key West; Facilities Program Manager, White House Communications Agency; Presidential Communications Officer (also referred to as the White House Military Office Lead), White House Communications Agency, and Flag Aide to the Commander of NAVFAC and 45th Chief of Civil Engineers.

John reported to FEAD Kings Bay as the Construction Management Team Lead focused on the Trident Refit Facility and the Nuclear Regional Maintenance Detachment project portfolios in September 2023. John is a registered Engineer-in-Training in the State of Arizona, a qualified Seabee Combat Warfare Officer, a qualified Level 2 Public Works Officer, a qualified Level 1 Presidential Communications Officer, and holds his Defense Acquisition University Contracting Level 2.

His personal decorations include the Presidential Service Badge, Joint Service Commendation Medal, Joint Service Achievement Medal, Navy Marine Corps Commendation Medal (2 awards), the Navy Marine Corps Achievement Medal (2 awards), the Armed Forces Medal for his efforts in response to the COVID-19 pandemic, the Humanitarian Service Medal for his efforts in response to Hurricane Irma (Sep 2018), and other personal and unit awards.

Three fun facts about John:

- Born in Wynnewood, Pennsylvania, a small suburb outside of Philadelphia.
- Reported to FEAD Kings Bay as the Construction Management Team Lead focused on the Trident Refit Facility and the Nuclear Regional Maintenance Detachment project portfolios in September 2023.
- Received a Master of Science in Engineering and Management last year from Massachusetts Institute of Technology (MIT).



**LT. CHIBUZOR (OZ) OZILIGBO, PE,  
PMP, CEC**

United States Navy, FEAD Public Works  
Department, Gulfport, MS

Nominating Post: Louisiana Post

LT Chibuzor Oziligbo hails from Lagos, Nigeria. He relocated and settled in Atlanta, GA in 2009 after completing his Bachelor of Science in Geology at Olabisi Onabanjo University, Nigeria in 2008. He earned a Bachelor and a Master of Science in Civil Engineering in 2016 at the Georgia Institute of Technology. At Georgia Tech, he was the Vice-President of the American Society of Highway Engineers (ASHE) Georgia Tech Chapter.

In 2011, Oziligbo completed his enlisted training at the Recruit Training Command, and “A” School at the Naval Hospital Corps and Dental School in Great Lakes, Illinois. He attained Hospital Corpsman Second Class before

becoming a naval officer. In April 2017, Oziligbo was commissioned as an Ensign through the Officer Candidate School in Newport, Rhode Island. He then completed his Basic CECOS School in October 2017 in Port Hueneme,

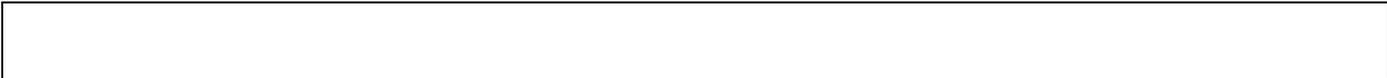
California. Oziligbo reported in 2017 to the Public Works Department San Diego on his first assignment as an officer, where his duties included Production Officer, Facilities Engineering & Acquisition Division (FEAD) Construction Manager, and Division Officer of Self-Help Naval Base San Diego.

In July 2019, Oziligbo reported as a Construction Manager to MCAS Miramar in support of the Facility’s F-35 program and energy resilience microgrid projects. Following his assignment at MCAS Miramar, Oziligbo deployed as an Individual Augmentee to Djibouti, Africa from November 2020 to August 2021. He was the OIC for the Horn of Africa’s Logistics Civil Augmentation Program (LOGCAP). In October 2021, Oziligbo reported to the Naval Mobile Construction Battalion Eleven Gulfport, Mississippi, where he served as the Charlie Company Assistant Commander and Communications Officer. LT Oziligbo reported to NAVFAC Southeast on 28 April 2023 and currently serves as the FEAD Director at the Public Works Department Gulfport.

Oziligbo is a registered Professional Engineer in the Commonwealth State of Kentucky, a certified Project Management Professional, and a qualified Seabee Combat Warfare Officer. He is Public Works Level II and Contracting Level II certified. Oziligbo is also a member of the Society of American Military Engineers (SAME), where he served as the Program Director for the SAME San Diego Post. His personal awards include the Navy and Marine Corps Achievement Medal, Naval Reserve Meritorious Service Medal, and the Navy Good Conduct Medal.

Three fun facts about Oz:

- Big fan of European major football leagues.
- Speaks five human languages and three computer languages.
- If tomorrow he didn’t practice Engineering, he would learn to sing and compete on America’s Got Talent.



**ZACHARY PESICKA, PE, PMP**

WSP USA

Nominating Post: Seattle Post

Zach is an Associate Vice President of Project Management in the WSP USA Federal Property & Buildings sector. Zach is an alum of the University of Washington with over a decade of project management experience, primarily in the Federal space where he leads interdisciplinary teams of engineers, planners, and architects. Outside of his professional life, Zach enjoys time with his wife and daughter, traveling, reading, running, and working out.

He is an experienced leader in managing diverse capital infrastructure projects from planning to design and through construction. He has expertise in program, project, and construction management, and has delivered projects that meet the highest standards of quality, safety, and sustainability in multiple countries, including the US, Saudi Arabia, Uruguay, Japan, and Sweden. He has successfully led teams and achieved exceptional outcomes for various federal agencies and private clients across transportation, land, marine, mission-critical, and airport projects. He also has a robust background in business development and developing operations support, including profit and loss responsibility and people management. He has established and maintained strong relationships with clients, partners, and stakeholders.

Zach has an academic specialization in structural engineering and seismic loading of structures, which equips him with a deep understanding of engineering principles that he applies effectively to his projects. He is also well-versed in the latest technologies and innovations in the field of engineering. As a member of the Project Management Institute and board member of the Society of American Military Engineers (SAME), he remains engaged in professional communities while continuously enhancing his expertise.

As a forward-thinking professional, Zach has been actively involved in the integration of artificial intelligence into workflows. He has developed a training plan for the use of Generative Artificial Intelligence by Project Managers at WSP and has led collaboration with colleagues across business units, regions, and countries to discuss the use and value of AI tools at WSP as an integration champion. He has collaborated with the company's leadership to approach the risks and gains from implementing generative artificial intelligence. He is passionate about exploring new ways to improve efficiency, quality, and creativity in his projects.

Three fun facts about Zach:

- First job was sheep shearing.
- Enjoys discussing philosophy and existential topics.
- Loves handstands and used to manage an Instagram page dedicated to them.



**STEVE PRICE, PG, PMP**

Siemens

Nominating Post: San Francisco Post

Steve Price spearheads new business development for Siemens Smart Infrastructure, focusing on the U.S. Army within the federal government vertical market. He bridges the gap between federal needs and Siemens' offerings by forging strategic partnerships. This involves collaboration with stakeholders across various entities, including U.S. Army commands, USACE, construction contractors, A/E design firms, and small businesses. He champions Siemens' building automation, fire, and security solutions, alongside digitalization, AI, and IoT advancements, working closely with Siemens branch offices to maximize their reach.

Prior to joining the Siemens' federal team, Steve worked as a Smart Infrastructure Program Manager for the San Francisco branch. He also worked as a Senior Project Manager for the U.S. Army Corps of Engineers' Middle East, Rock Island, and Kansas City districts.

Steve has served over 16 years in the U.S. Army and still serves as an Engineer officer in the Army Reserve. He is a licensed geoscientist and certified project management professional. Steve actively contributes to the engineering community through his involvement with the Society of American Military Engineers (SAME) San Francisco Post and the Army Engineer Association (AEA).

Three fun facts about Steve:

- Lifted with Arnold Schwarzenegger in Kuwait. There is a photo of Arnold spotting Steve's bench press on Arnold's Instagram.
- Ran the San Francisco marathon in 2022 and the Big Sur marathon in April of 2024.
- Currently lives in the San Francisco Bay area and has previously lived in West Virginia, Virginia Beach, Houston, Rock Island and Kansas City.



**AMBER WEBER, MBA**

Klosh Group

Nominating Post: Portland Post

Amber Weber has 9 years of experience in marketing, sales, and business development. She holds a BS in Media Communications from Oregon State University and received her MBA in 2021. As a Marketing & Business Development Manager, she has successfully secured multi-million-dollar government contracts by leading strategic marketing and business development initiatives. Her understanding of industry requirements enables her to tailor business development strategies to align with the specific needs of the A/E/C industry. Amber's insights have been crucial in growing client relations in both the Public and Private sectors.

Since 2020, Amber has been an active member of the Society of American Military Engineers. Currently, she is on the Board of Directors for the Portland Post and participates in the Young Professionals Community Interest (COI) nationally. Highlighting her commitment to professional involvement and community engagement, she also serves on the Membership Committee for the Society of Marketing Professional Services (SMPS) Oregon Chapter and is a member of the American Public Works Association (APWA) Oregon Chapter.

Three fun facts about Amber:

- She's played volleyball for more than 20 years.
- Is distantly related to a famous film director.
- Fosters kittens in her spare time.



**MEGAN WINDEKNECHT, PE**

Matrix Design Group

Nominating Post: Pike's Peak Post

Megan Windeknecht is a Government Consultant at Matrix Design Group in Colorado Springs, Colorado, and a former Air Force Civil Engineer. Her educational background, with a degree in Mechanical Engineering from the University of Iowa, complemented by a minor in Mathematics, laid the foundation for her technical expertise.

Her primary areas of interest include asset management and delivering strategic infrastructure solutions, particularly with the defense sector. During her time at Matrix, Megan has been instrumental in developing infrastructure investment and divestment strategies, uncovering significant opportunities for facility optimization, and driving forward the mission readiness of the Department of Defense through strategic facility planning.

Megan's military career as a Civil Engineer in the United States Air Force is marked by her innovative leadership and technical skills. Megan demonstrated her project management and engineering capabilities as a Project Programmer, where she successfully developed requirements, advocated for, and managed a \$148 million new mission beddown project, highlighting her exceptional ability to navigate the intricacies of federal funding and cross-functional team leadership.

Megan Windeknecht is not only a testament to the impact of engineering and strategic planning in the defense sector but also a role model for aspiring engineers and consultants. Her journey reflects a blend of technical expertise, leadership, and a steadfast commitment to enhancing the infrastructure and operational capabilities of critical national defense missions.

Three fun facts about Megan:

- Megan and her husband own and operate a Brazilian Jiu Jitsu school in Colorado Springs called Tabula Rasa Brazilian Jiu Jitsu.
- One of her favorite hobbies is wildlife photography.
- In college, Megan worked for BNSF Railway and worked along the Hi-Line in northern Montana.



**KYLE YOUNG, PMP**

Bluestone Environmental Group, Inc.  
Nominating Post: Philadelphia Post

Kyle has more than 14 years of professional experience in project management, civil and environmental engineering and construction, and education. As a Client Services Manager, he leans on his background and experiences to support the growth of others and foster successful partnerships in the AEC industry.

Before joining Bluestone, Kyle worked as a Federal Program Manager and a Project Manager at CEDARVILLE Engineering Group, LLC for three years, supporting the growth of their federal program. In his current and past roles, Kyle applies his knowledge and passion for environmental education and sustainability to create positive impacts for the environment and the communities he serves.

Prior to entering the AEC industry, Kyle taught and coached in the Phoenixville Area School District. Even though he is not in the classroom or on the field anymore, he still seeks out opportunities to get involved with STEM education activities and support others' growth on their fitness journey.

Three fun facts about Kyle:

- Is a former Middle School Science teacher.
- Has a collection of Rubik's cubes ranging from 2x2 up to a dodecahedron.
- The violin was the first instrument he played.

## **Encl 3: STEM Programs Report 2024 STEM Pathways for Indigenous Youth**

### **Funding:**

The 2024 program has three sources of funding: The Backer Hughes Foundation (\$20,000), The United Engineering Foundation (\$119,000), and the SAME Foundation (\$20,000).

The money will be used to fund programs at five sites as well as fund a symposium prior to SBC.

### **Initial Highlights**

The Tulsa Post supported the Cherokee Nation STEM Fest, January 15, 2024. 1000 middle and high school students from the 14 counties of the Cherokee Nation.

The Albuquerque Post will assist with several efforts. June 8, 2024—SAME ABQ Post hosted a half day STEM camp for Pueblo of San Felipe Library Program. Attendees were provided a presentation on STEM, careers and engineering design projects. Last year the ABQ post purchased STEM kits for the library with SAME National STEM Grant Funds. These kits were utilized at the camp along with new fossil kits purchased with this year's STEM grant Funds. 3 post ABQ members, 1 private volunteer and 3-San Felipe Library Staff hosted the event.

The Anchorage Post will fund 3 efforts in 2024:

- Ahtna, Inc. - \$5,000 – They are taking a bus load of shareholder youth (approx. 30) to a gravel pit and have coordinated a tour with the Operators Local #302 showing the asphalt plant, material checking, dump trucks and other equipment, watching the equipment being used as well as utilizing the equipment simulators. Travel is the most expensive cost but they are also wanting funds to provide these kids lunch as it is an all day event as well as calculators and school supplies.
- Mertarvik Pioneer School - \$5,000 – The school of Newtok will be decommissioned this year and the new school in Mertarvik is currently being built – in fact the whole village of Newtok is being relocated to Mertarvik due to land erosion. They will use this funding to enhance their robotics program and their first robotics challenge for middle school and high school kids. Students construct and program a LEGO robot to navigate through various missions with the robot game.
- SAME Anchorage Post - \$5,000 – Funds will be utilized to sponsor 10 ANSEP (Alaska Native Science & Engineering Program) to participate in the SAME Anchorage Post's Arctic Industry Forum, In addition, funds will be used to purchase new supplies for the floatable motables and block kids program that will be held at the AK Native Charter Schools.

The Panama City Post hosted a STEM Camp in June. More details to come!

For the PC post, we brought out eight Seminole Nation youth, as well as three chaperones to Jacksonville, Florida. Our partners were the University of North Florida's Dr. Kieth Ashley and the National Park Service @ Timucuan Preserve. For both days of our camp, the students joined UNF's archeological field school, each pairing up with a UNF student. Also, we took the kids to Boneyard Beach to talk about the dangers of erosion in relation to cultural sites.

## **Building Bridges: Partnering With Indigenous Communities**

As part of the UEF grant, SAME is hosting an symposium on November 19, 2024 as a pre-JETC workshop. The intent to so share the information that SAME has learned as an organization about working with indigenous communities. There will be panel discussions on Cultural Competency and the STEM Pathways program.

Registration for the event is currently on the SBC website.

## Encl 4: UPIC Project – Cradle to STEM - DRAFT

### Cradle to STEM

SBC Dates: Nov 20-22    SBC Location: New Orleans Ernest N. Morial Convention Center  
900 Convention Center Blvd., New Orleans, LA.

SAME Permanent Staff: Kathy Off,

POST PRESIDENT/RVP:

### THE WHO:

Targeting middle to late elementary school students as STEM camps target high school students (Grades 4-8, this is flexible based on schools)  
Boys and Girls club/big brothers big sisters

### List of Potential Schools (proximity and need):

Phillis Wheatley Community School (PK - 8th)

St Alphonsus School (PK4 - 7th)

Morris Jeff Community School (6 - 8th, thought we could open it partially to elementary school as well)

### THE WHEN:

Science Fair hosted Nov 19th/potentially the 20th or 21st

### THE WHAT:

Part of SAME's mission is build leaders. We are doing STEM camps, but what about those students with barriers in the way limiting access? We are visiting these large cities, why not bring a taste of that innovation to these cities?

Goals: inspire interest in STEM. Provide a hands-on learning experience. Encourage creativity and critical thinking.

### THE WHY:

Economic disadvantage serves as one of the most significant barriers to STEM for young people

"Unfortunately, low-income school districts often face significant challenges in providing adequate resources and opportunities for their students. Continue reading to explore the significance of STEM education for K-12 students in low-income communities, its advantages and the steps needed to enhance access to quality STEM programs."

<https://www.nms.org/Resources/Newsroom/Blog/2023/November/The-Importance-of-STEM-Education-for-K-12-Students.aspx>

19% of 4<sup>th</sup> Grade students from low-income families were proficient in math in 2019

9% of students from low-income families met ACT's college readiness benchmarks in math and science

<https://www.nms.org/Resources/Newsroom/Blog/2023/October/Math-Science-Education-Gap-Underserved-Communities.aspx#:~:text=Students%20from%20underserved%20communities%20are,majors%20and%20higher%20dropout%20rates>

### **Economically disadvantaged students:**

JETC '22 – Denver

44.8% (<https://www.usnews.com/education/k12/colorado/districts/school-district-no-1-in-the-county-of-denver-and-state-of-c-112125>)

SBC '22 – Nashville

41.8% (Metro Nashville Public Schools, [https://www.mnps.org/about/budgets/esser/needs\\_assessment](https://www.mnps.org/about/budgets/esser/needs_assessment))

JETC '23 - San Antonio

64.3% (San Antonio Independent School District, <https://www.usnews.com/education/k12/texas/districts/san-antonio-isd-107909#:~:text=San%20Antonio%20Independent%20School%20District%20contains%20100%20schools%20and%2044%2C710,of%20students%20are%20economically%20disadvantaged.>)

SBC '23 - San Antonio

64.3% (San Antonio Independent School District, <https://www.usnews.com/education/k12/texas/districts/san-antonio-isd-107909#:~:text=San%20Antonio%20Independent%20School%20District%20contains%20100%20schools%20and%2044%2C710,of%20students%20are%20economically%20disadvantaged>)

JETC '24 – Orlando

41.5% (Orange County Public Schools, <https://www.usnews.com/education/k12/florida/districts/orange-105568>)

SBC '24 – New Orleans

84% (<https://newschoolsforneworleans.org/data-resources/nola-by-the-numbers/>)

JETC '25 – Louisville

81.3% (Louisville Municipal School District, <https://www.usnews.com/education/k12/mississippi/districts/louisville-municipal-school-dist-101057#:~:text=Overview%20of%20Louisville%20Municipal%20School%20District&text=The%20district's%20minority%20enrollment%20is,of%20students%20are%20economically%20disadvantaged>)

SBC '25 – Phoenix

86% (Phoenix Union School District Free and Reduced Lunch, <https://www.pxu.org/page/district-profile>)

JETC '26 – Milwaukee

84% (Milwaukee Public Schools, <https://mps.milwaukee.k12.wi.us/en/District/Initiatives/Strategic-Plan/Organizational-Profile.htm>)

SBC '26 – Charlotte

35.3% (Charlotte-Mecklenburg Schools, <https://www.usnews.com/education/k12/north-carolina/districts/charlotte-mecklenburg-schools-102653#:~:text=Overview%20of%20Charlotte%20Mecklenburg%20Schools&text=The%20district's%20minority%20enrollment%20is,of%20students%20are%20economically%20disadvantaged>)

**THE HOW:**

1.) Plan

- a. Select date and partnering school district/school
- b. Allocate funds/materials/awards
- c. Science fair themes and project guidelines
  - i. Idea 1 - Civil, Structural, Environmental
  - ii. Idea 2 - Bridge Building, Strong Structures, Clean Water, Renewable Energy
- d. Judging criteria and scoring rubric
- e. Volunteer needs

2.) Collaborate

- a. Engage educators—provide STEM teachers with resources and support
  - i. Project ideas
  - ii. Industry volunteers/support personnel
- b. Potential workshops

- i. Assembly or E-Event to introduce Science Fair in Sept
    - ii. E-event in October - class mentors or other STEM-related topic
    - iii. E-event in November - final prep for fair and STEM-related topic
  - c. Local universities—engage to potentially continue this effort
- 3.) Marketing and communication
  - a. Flyers
  - b. Event Registration
  - c. Media attention—local news, radio, facebook, etc.
- 4.) Preparation
  - a. Supply resources for students
  - b. Workshops/e-events (see above)
  - c. Volunteer training
  - d. Event requirements – tables, chairs, refreshments, venue
- 5.) Event day logistics
  - a. Setup and layout
  - b. Check-in
  - c. Judging
  - d. Awards and recognition
- 6.) Post Event
  - a. Showcase winners @ SBC
  - b. Potentially large check giveaway to principal

Potential Costs:

- Volunteer shirts
- Volunteer travel (if LDP program is involved)
- Science materials
  - Tri-fold displays
  - Markers/colored pencils/crayons
  - Tape/glue/scissors
  - Rulers
  - Construction paper and poster paper
  - Plain paper
- Certificates/awards/trophies
- Student cash award
- School donation
- Educational resources
- Snacks and drinks for day of
- Travel for pre-event workshops or engagements

Due Outs –

- Come up with potential fair themes (i.e., bridge building, dam construction), thinking 2-4 and potential rubrics/grading metrics
- Megan – start working on one pager proposal
  - By 7/3 OZ provide any additional inputs on one pager—on this document is fine
- Oz – Cost budgeting for materials and costs associated with science fair
- Megan - Try to get budget from LDP travel to JETC

- Individually come up with a list of top four (K-5 or K-8) schools (prioritized economically disadvantaged and proximity to venue)